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PURPOSE OF THE JOURNAL

1. To present theoretical and research papers in scientific graphology according to traditional academic standards.
2. To create a forum for helping graphology gain a wider academic and professional audience in America.
3. To interface with the international professional graphological community.

GENERAL INFORMATION

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INTEGRITY AND HANDWRITING
Practical and Theoretical Considerations

Patricia Siegel

ABSTRACT: Determining integrity graphologically is a complex task. Broad conceptual aspects which handwriting analysts should address are discussed from both diagnostic and ethical perspectives.

This paper was developed from a lecture and workshop before the American Association of Professional Graphologists in November, 1989.

Specific graphic trait clusters which graphologists have traditionally associated with integrity problems reflect, in varying degrees, tendencies referred to as covering up, evasiveness, inhibition, defensiveness, lack of clarity, self-consciousness, deliberate calculation, impulsiveness, deceit, dependency, vanity and ostentation. In addition, graphic characteristics take on alternate meanings when combined with other traits such as speed or pressure.

About 100 "dishonesty-unreliability" traits are described in a number of books from various sources, some well researched, others less reliably passed on from one practitioner to another. They cover so much graphic territory that most people have at least a couple of these diverse traits present in their handwriting. The question becomes one of identifying clusters of significant graphics and integrating them within the psychological dynamics of the entire personality.

Robert Saudek describes 10 groups of graphics for evaluating dishonesty. Max Pulver names 17 indicating insincerity, and Anita Muhl itemizes 23 related to unrealiable behavior. The categories that Saudek and Muhl describe are different. Unreliability covers, of course, a much broader range of behavior than does dishonesty, but as might be expected, many traits pinpointed by the three graphologists overlap. Saudek, Pulver and Muhl each emphasize that a handwriting must have a minimum of four or five of their respective graphic indicators to be labeled dishonest or unreliable. Pulver indicates that a number of graphics plus experience in evaluation are required to determine insincerity.

Rhoda Wieser indicates that criminals lack basic rhythm in their writing, having instead too much rigidity or too much disintegration.

Some of the graphic elements associated with poor integrity/reliability are more global and more general than others. Some reflect important personality disturbances. Graphologists should make a renewed effort to explore the implications of these components with regard to underlying psychological factors in the context of overall graphic expression.

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CONCEPTUAL AND ETHICAL CONSIDERATIONS

The topic of integrity as it relates to handwriting analysis encompasses such scope that it is a very difficult subject to evaluate comprehensively. Certainly, it is a topic that goes to the depth of human nature and to the core of personality.

As handwriting analysts we should refine our understanding of why certain graphic features have traditionally been associated with dishonesty and what they are really reflecting about an individual.

With the limitations put on the polygraph recently, use of handwriting analysis has increased, and our profession is being seriously challenged. The question of integrity is at the heart of the skepticism. We have to be able to explain the dynamics of this problem if we are to maintain our credibility.

FACTORS INFLUENCING UNRELIABLE BEHAVIOR

When we talk of unreliable personalities, we are referring to habitual responses which are likely to result in some kind of unreliable behavior in the future. Given the right support system, negative tendencies may be inhibited or compensated for in various ways.

Unreliability may be due to deliberate deceptive behavior or it may come about from emotional weakness (see Figures 1 and 2). Since the dynamics behind unreliable personalities can be different, detecting irresponsible qualities from handwriting becomes very complex.

Dishonest tendencies may be held in check, particularly when there is a high risk of being discovered. Emotional vulnerabilities which would probably lead to irresponsible actions or poor discrimination may be guarded against by consciously controlled behavior. It is difficult to predict when, and in what settings, someone's true disposition will come out.

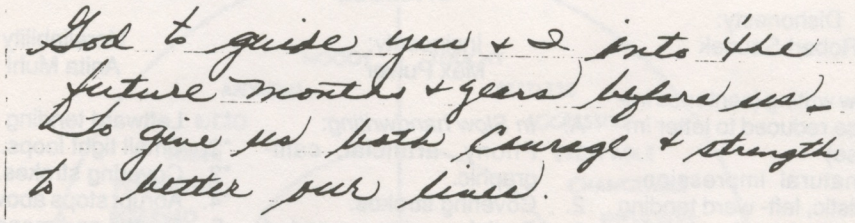


Figure 1. Dishonest Salesman, male, age 40s. Form Level=72; Functional Productivity=85. Note deliberately deceptive behavior as in the word "years" ("gears"), line 2.

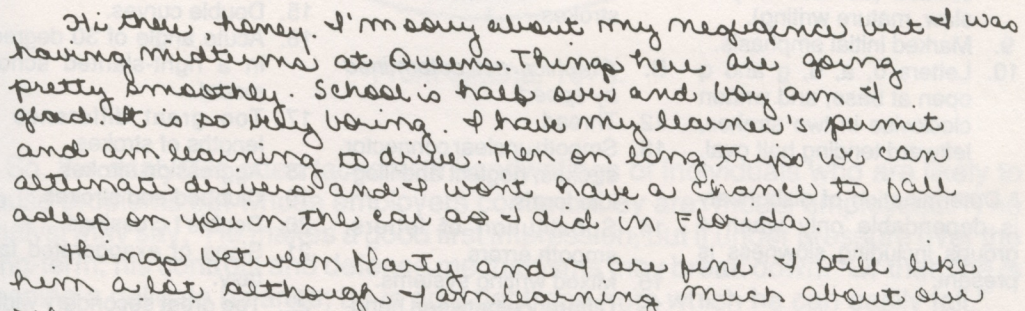


Figure 2. Kleptomaniac, female, age 20. Form Level=68; Functional Productivity=77.

Summary of Traditional Approaches
Table 1: Graphics Clusters Related to Dishonesty, Insincerity and Unreliability

Dishonesty:
Robert Saudek

*1. Slow writing (sentence impulse reduced to letter impulse)
2. Unnatural impression—stylistic, left- ward tending slant, lifeless, frequent arcades.
3. Instability and liability: loose without pressure, thread and waving lines.
4. Touch-ups without improving legibility.
5. Letter written like other letters with cover strokes, replacement, neglect of size ratios.
6. Interrupted writing: punctuated or blobbed, resting points, fitful speed.
7. Frequent lifts from paper.
8. Important parts of letters omitted (decisive only in slow, mature writing).
9. Marked initial emphasis.
10. Letters o, a, d, g and q open at base, and written clockwise in two strokes, leftward tending half oval.

* Determination of dishonesty is dependable only when 4 groups including slowness is present.

Insincerity:
Max Pulver

A. *In Slow handwriting*:
1. Phony, artificial, calligraphic.
2. Covering strokes.
3. Partial covering, supported forms, sharks teeth.
4. Arcade—internal and left tending final.
5. Elaborate circular forms, cross outs and tie ups.
6. Punctuation, dots where they shouldn't be.
7. Broken letters and broken off lower loops.
8. Omitting of letters.
9. Stumbling and repeated starts.
10. Retouching, corrections.
11. Counter strokes, open forms at bottom, increased left trend in capitals or end strokes.

B. *Graphics not determined by speed:*
12. Thread.
13. Smooth unclear connector strokes, neglect and illegible forms.
14. Substitution of letters, smooth errors.
15. Mixed writing systems.
16. Difference between handwriting and signature.
17. Exaggerations and inconsistent strong pressure.

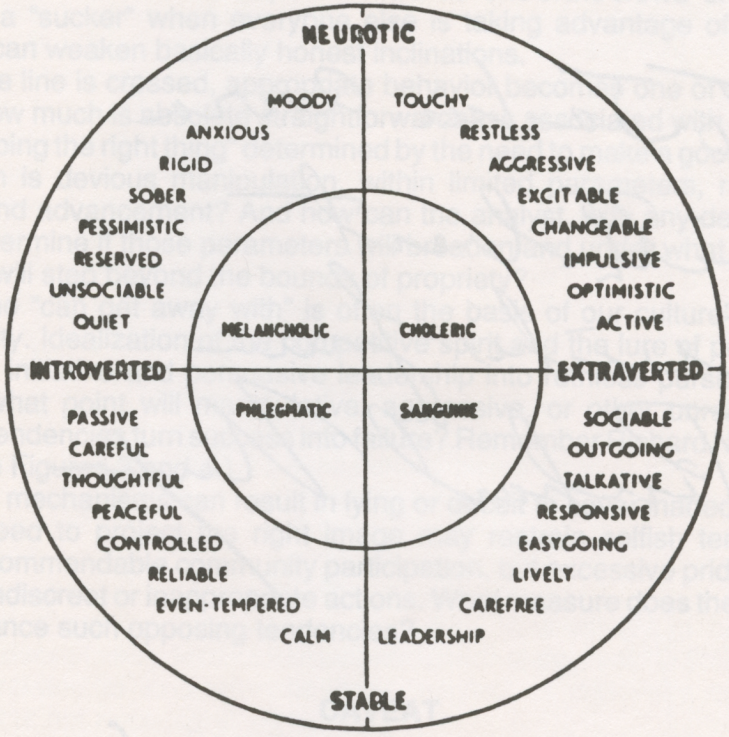
To determine insincerity requires a number of the graphics and experience in evaluating handwritings.

Unreliability
Anita Muhl

*1. Leftward tending half oval.
*2. Small tight loops.
*3. Covering strokes.
*4. Abrupt stops above the line.
5. Breaks and mends.
6. Smeariness.
7. Slowness.
8. Combined form: left- ward tending half oval to covering stroke to angle to rightward tending half oval.
9. Looped arcade.
10. Resting points.
11. Letters mistaken for each other in slow writing.
12. Neglected letters in slow writing.
13. Letters open at the bottom of the middle zone.
14. Breaks in large loops of upper zone.
15. Double curves.
16. Acute angle of 30 degrees in a right-slanted school model.
17. Too great difference in lengths of strokes.
18. Aggression strokes.
19. Clubbed end strokes.
20. Double t crossings.
21. Signs of exaggerated fantasy.
22. Too great secondary width.
23. Marked oscillations of the writing angle.

* To determine unreliability requires the first four starred graphics or any five recurring repeatedly.

TABLE 2



From Likona, 1975.

So, the analyst is often faced with handwritings of individuals who are likely to cause problems but whose employers contend they are "model employees." The analyst may say, "He makes a good first impression, but if under pressure over the long-term, his controls and defense mechanisms may break down." Or that, "he is keeping a delicate balance; he is on a tightrope from which he can easily fall."

Still, that delicate balance can be maintained for years — or maintained with such a practiced facade that the flaws are not recognizable in a work setting. There may be release instead in the subject's private life. Problems could arise with friends or family when he lets his guard down and slips into more comfortable behavior patterns. The potentially unreliable behavior may never be evident at work, and the analyst is thought to be "proven" wrong.

On the other hand, an individual of basic integrity who would be reliable under most normal circumstances may, as he adapts to the real life pressures of the world around him, "bend the rules" or rationalize immoral actions.

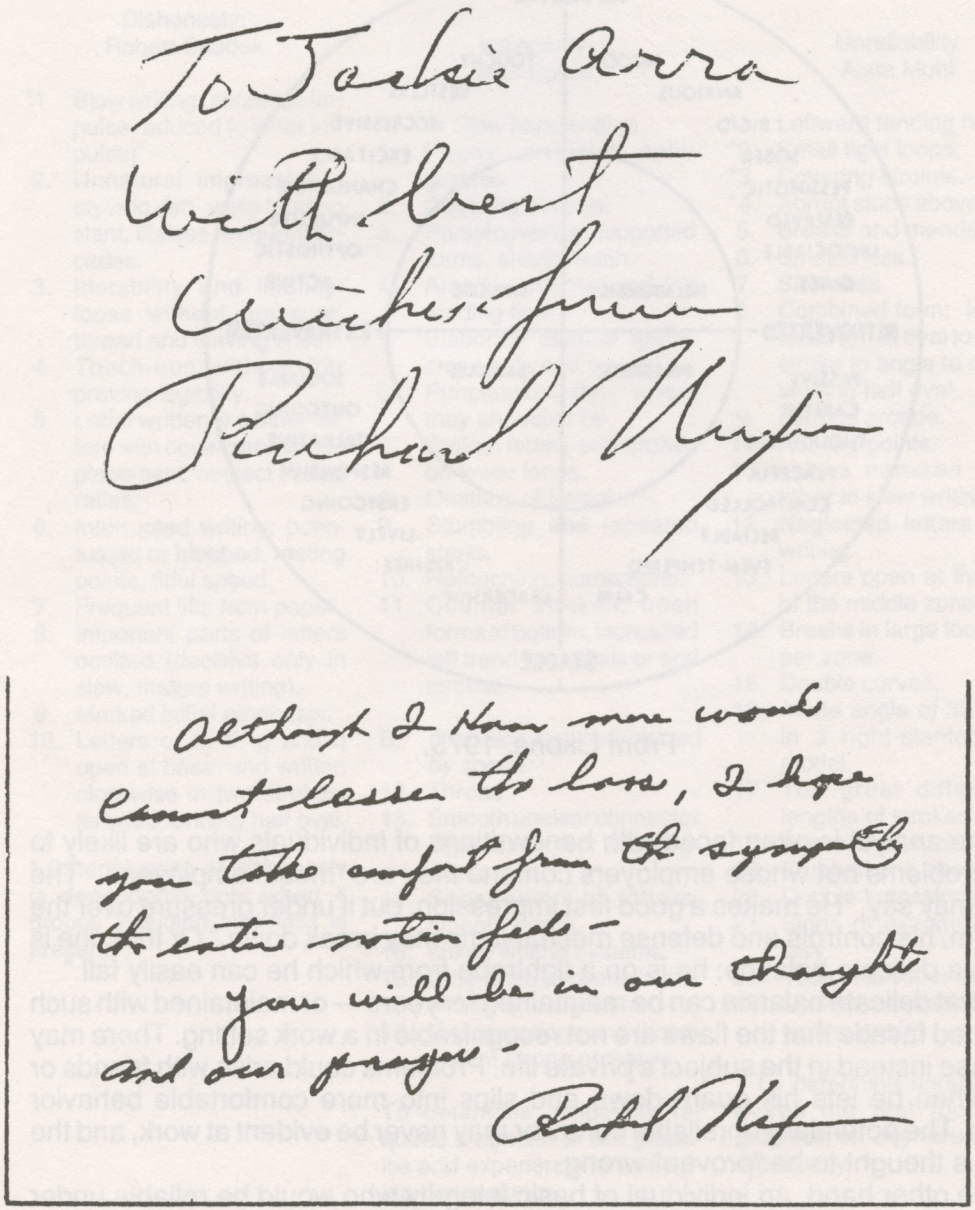


Figure 3. Two samples of the handwriting of Richard Nixon.

Cultural norms and the peer group one identifies with as a teen or as an adult can have an enormous influence. Expectations to be "one of the crowd" or the inclination not to be a "sucker" when everyone else is taking advantage of questionable practices can weaken basically honest inclinations.

Once the line is crossed, appropriate behavior becomes one of degree. In our society, how much is absolute straightforwardness associated with naivete? How much is "doing the right thing" determined by the need to make a good impression? How much is devious manipulation, within limited parameters, rewarded with success and advancement? And how can the analyst, with any degree of confidence, determine if those parameters will broaden and under what conditions an individual will step beyond the bounds of propriety?

What one "can get away with" is often the basis of our culture's standard of acceptability. Idealization of the competitive spirit and the lure of power can turn productive initiative and persuasive leadership into ruthless pursuit of personal aims. At what point will manipulative, aggressive, or other unreliable or self-indulgent tendencies turn success into failure? Remember Richard Nixon? or Gary Hart? (See Figures 3 and 4.)

Defense mechanisms can result in lying or deceit to cover inadequacies. Pride and the need to project the right image may restrain selfish tendencies and stimulate commendable community participation, but excessive pride may lead to arrogant, indiscreet or inappropriate actions. What measure does the graphologist use to balance such opposing tendencies?

CAVEAT

Because of the complexity of the issues involved, the handwriting analyst should be conservative about labeling a subject "dishonest." The analyst should describe a subject's potential, habitual responses and likely behavior, but also be aware of the powerful influences mitigating circumstances can have.

A DELINEATION OF UNRELIABLE & DISHONEST CHARACTERISTICS

What are the kinds of unreliable and dishonest behaviors we are trying to identify?

Employers focus primarily on the possibility of thievery. Greed, using money as a substitute for an emotional void, and poor self-image are key elements influencing such dishonesty. People who steal, "give in" to impulsive tendencies and have a need for immediate satisfaction from without. A lack of self-discipline plus the *opportunity* to steal or cheat provides too much temptation for some. Stealing is essentially an aggressive act against others involving infantile emotions and poor socialization.

There are also those who present false facts for personal advantage. These individuals, who have excessive egocentric needs and unrealistic ambitions, often

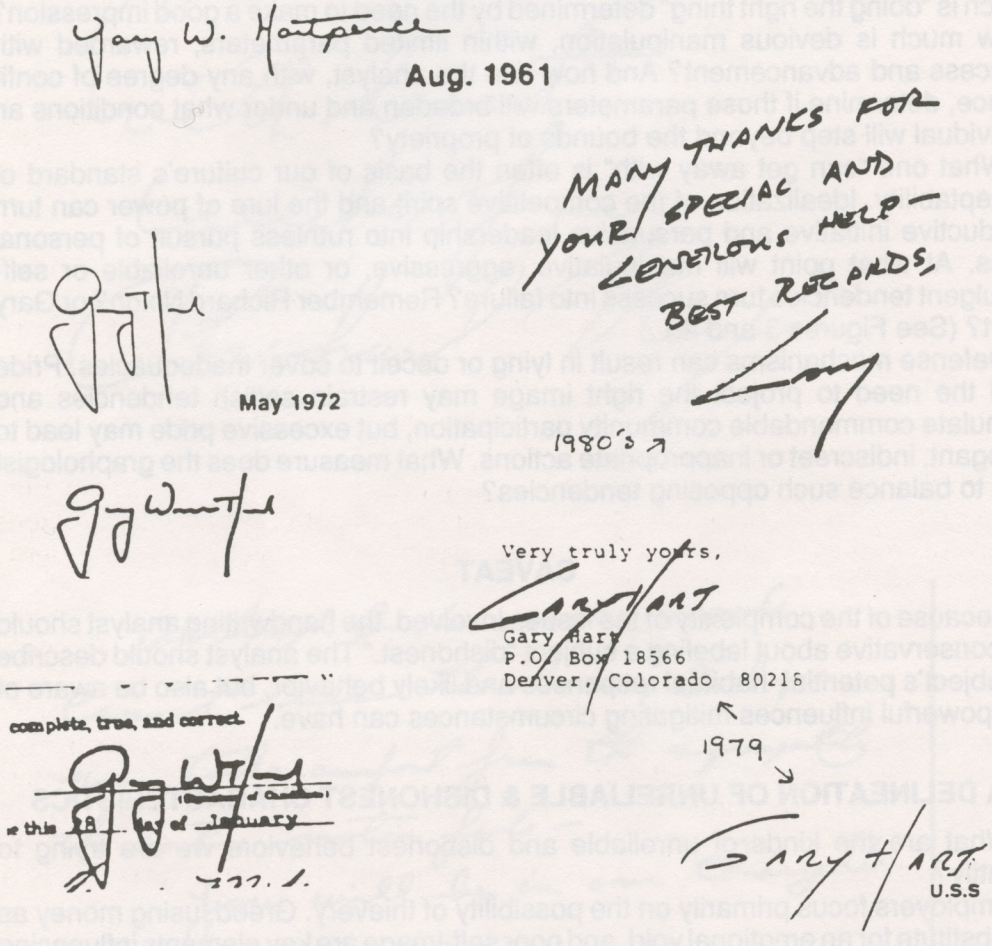


Figure 4. The handwriting and varied styles of Gary Hart through the years.

indulge in fantasies and distorted perceptions. They are risk takers who are used to taking, who have the confidence to act out a part that fulfills their needs for power, prestige and/or money. Here, there are immature demands for attention and recognition. But they can lose touch with reality and not see that their act can fold, that they can be found out. These people live too much in the present without the reflection or foresight to realize that most deception will not escape recognition forever. (See Figure 10.)

On a lesser scale, there are frequent tellers of white lies. Many of these people need to appear better than they are so that they will be treated with respect. Such character flaws can result from lack of backbone, insecurities or simply insensitivity regarding others, a "my needs come first" attitude. There may be no harm done, but the insincerity, if detected, can be distasteful. And their weakness makes them susceptible to environmental pressures in which small lies can expand into more damaging tales.

Covering up gross negligence or undesirable behavior can also lead to dishonesty. The drug addict and alcoholic can only survive by deceit and calculated manipulation. Undisciplined impulses cannot be admitted to for fear of discovery, destroying one's reputation and standing. The anxiety covering up creates is difficult to contain. Ritualized behavior or overcontrol may hold back reckless tendencies, but repressed emotions which are not released can manifest in unpredictable behavior if the fragile balance snaps.

Disturbed character development can result in a variety of behaviors from violence to deceptive underhandedness and passive-aggressive activities. Attitude problems related to excessive lateness, neglect or disloyalty are considered unreliable but not necessarily dishonest.

Then there is the sociopath who presumably has no conscience when it comes to lying, stealing or worse. He is not as much interested in what is said as in the result that he achieves. Moral values are long-range abstract aims with which he does not identify. The sociopath has not incorporated a sense of guilt and acts impulsively, in accordance with his immediate egocentric needs. He artfully maneuvers from one lie to the next without hesitation. The distortions and expectations are extreme.

The examples illustrated above may not represent a complete accounting of all types of unreliable behavior, but they give an idea of the range of personality problems that the handwriting analyst deals with when it comes to the question of integrity.

MORAL DEVELOPMENT

Underlying the concept of integrity is character development and the evolution of a sound value structure. Research and evaluation by Lawrence Kohlberg, James Garbarino and Urie Bronfenbrenner, as well as Abraham Maslow, consider moral development as stages of maturity and socialization or as a hierarchy of needs.

Table 3 compares Kohlberg's stages of moral development with Maslow's hierarchy of needs. Kohlberg, describes six stages of moral development. In the

first stage the child avoids breaking rules to avoid punishment. This is an egocentric point of view. The interests of others are not considered. Physical needs are important. In the second stage, rules are followed to serve one's own needs. The individual is aware that people have conflicting interests, and there is a desire to manipulate.

TABLE 3

KOHLBERG: STAGES OF MOTIVES FOR MORAL ACTION	MASLOW: HIERARCHY OF NEEDS
1. Fear of punishment by another.	1. Physiological needs.
2. Desire to manipulate goods and obtain rewards from another.	2. Security needs.
3. Anticipation of approval or disapproval by others.	3. Belongingness or affiliation needs.
4. Anticipation of censure by legitimate authorities, followed by guilt feelings.	4. Need for esteem from others.
5. Concern about respect of equals and the community.	5. Need for self-esteem from sense of competence.
6. Concern about self-condemnation.	6. Need for self actualization.

From Lickona, 1975.

In Kohlberg's third stage, there is a need to be good in order to live up to what is expected by others. Mutual relationships can be maintained and expectations become more important than individual interests. Stage four represents the aspect of development which considers individual relations in terms of their place in the system, defined by roles and rules. Laws are upheld and obligations are met. There is an anticipation of censure followed by guilt.

By stage five, the individual is aware that people hold a variety of values and opinions. There is interest in impartiality and consideration of a moral point of view.

In Kohlberg's final stage six, the rational individual is committed to universal moral principles. When laws violate principles, one acts in accordance with principles.

As can be seen from the chart, Maslow's hierarchy of needs parallels Kohlberg's six stages of development. The first four are grounded in external authority, and the last two are based on internal values.

Garbarino and Bronfenbrenner integrate the stage theories of Kohlberg (and of Piaget as well) with attention to cultural variation. They have proposed a model for moral development which has hierarchal stages of moral reasoning and also considers the motivations of the child and the characteristics of society.

At Gabarino and Bronfenbrenner's highest level — values, principles and ideas direct the individual. A situation providing freedom and security is needed to develop an intellectual resolution to competing social loyalties. Those conditions do not occur in every culture. Where contradictions in the environment are moderate, the development of morality is enhanced. The individual makes choices which promote a measure of tension but are not overwhelming. If the child is being pulled in different directions too intently, the result could be pathological.

These are different models which try to explain moral development as a maturational process. It would follow that people who progress to the highest stages would, ostensibly, be more resistant to factors influencing a breakdown of integrity. Graphologically, a higher moral level would correspond well to the more integrated developmental factors incorporated in high form level. Looking at the integrity question in terms of emotional integration also conforms with Wieser's findings of poor basic rhythm in handwritings of criminals.

According to Gabarino and Bronfenbrenner, a moderate tension level leads to better moral development. The graphic reflection of such moderate tension is implied by a healthy balance in the contraction/release spectrum on which the Lewinson-Zubin scales are based. Resiliency and flexibility evident in the elasticity of the stroke traditionally are also included in the evaluation of rhythm and balance. They are important graphic characteristics to consider in evaluating the freedom and security also required for development in Gabarino and Bronfenbrenner's model.

SOCIOLOGICAL & BIOLOGICAL FACTORS

H.J. Eysenck asks the question, "How can we account for 'good' behavior... which... goes counter to the interests of the person concerned?" The answer is in the internalization of external rules — what we call "conscience." He links conscience with the conditioning of anxiety, or a conditioned reflex caused by unpleasant consequences of doing something "bad."

His circle diagram (Table 2) illustrates two major dimensions which account for a good deal of the individual differences among people. These dimensions are *Extroversion — Introversion* and *Neuroticism — Stability*. They are independent of each other and independent of intelligence as well. According to Eysenck, criminals and others whose conduct is immoral are found in the high extrovert, neurotic quadrant at the upper right. Extroverts tend to be sociable and impulsive whereas neurotics tend to be anxious, worried and touchy.

In one study teachers rated 750 children according to these two dimensions. The individuals were then followed for 30 years. Of those who later became offenders, 63% had been rated as high neurotic and 54% as high extrovert. Only 3% of the offenders had been rated high on introversion.

Eysenck also identifies high extroversion and neuroticism with anatomical structures of the brain. If the functioning of the visceral brain reacts too quickly there are high degrees of neuroticism or emotionality. Introverts are characterized by a

strongly dominant cortex, extroverts by a much less dominant cortex. Alcohol, for instance, inhibits the cortex which disinhibits behavior, making people more extroverted.

The greater susceptibility of extroverts to drugs is well documented. Extroverts generally have a greater built-in susceptibility to temptation because of their low level of cortical arousal. Eysenck's model links extroversion, through failure to condition and through sensation seeking, with anti-social and asocial conduct. He notes that murderers are notoriously different from thieves, and in fact, have been found it be usually introverted rather than extroverted.

Eysenck's work reminds us of biological factors involved in behavior. Similarly, in handwriting, the physiological and psychological factors are meshed and interrelated.

Many people who commit antisocial and aggressive acts suffer from emotional disturbances, frustrations and inner conflicts. On the biological side, several studies agree that sociopaths have abnormal brain waves as well as other physiological differences, notably galvanic skin responses and sensory thresholds. On the environmental side, there is a high incidence of parental loss or deprivation in sociopaths, with separation from the father more significant than separation from the mother. Of course, children of separated parents do grow up to be normal and many sociopaths come from normal homes.

THE PSYCHOGRAM: FORM LEVEL & FUNCTIONAL PRODUCTIVITY SCORES

Those people who attain the highest stages of moral development are, ostensibly, best able to resist outer factors which undermine integrity. These highest stages of moral development and self-actualization should, as indicated before, correspond to the higher integration reflected in the good form level handwritings. The form level emphasizes creative and abstract reasoning, cultural values and the integration of the emotional, intellectual and physical aspects of the individual.

Of course, someone does not need to achieve the highest stage of moral development to be honest and reliable. Conforming to authority figures or social expectation will promote moral behavior. But the lower form level handwriting reflects a more immature emotional structure and, as such, may be more easily influenced by external pressures and needs for immediate satisfaction.

Individuals with high form level handwritings would, presumably, require more external pressure to lower their personal standards and values. They are not as "likely" to exhibit integrity problems. The word "likely" is highlighted because this score is not itself an index of integrity. A weak emotional base or manipulative tendencies can make even the highly intelligent and cultured mind susceptible to dishonesty, particularly if life's pressures are intense.

The Anthony-Roman Psychogram provides quantitative measures of graphic elements grouped according to 8 psychological categories and composite scores for form level and functional productivity.

On the sample unscored Psychogram, the graphic elements included in the form level composite score are circled. Squares surround the numbers of graphics included in the functional productivity composite score. Functional productivity measures, in essence, a person's effectiveness, coping skills and striving for success. There is overlap among the graphic indicators included in the two composite scores.

Although form level is not directly associated with integrity, the evaluation of form level scores — particularly in relation to functional productivity scores and indications of conflicts — helps define the value system, weaknesses and compensations which influence reliable behavior.

If the functional productivity score is higher than the form level score by ten points or more, there is considerable tension within the individual and, potentially, some susceptibility to immoral behavior. The difference between the scores represents, in part, compensation as the individual stretches with activity and ambition beyond what is comfortable given his or her inner resources.

Overcompensation may create distortions which can result in integrity problems even when the form level is relatively high, as in intellectual crimes of manipulation. Often such overcompensations propel the subject,instead, to greater achievement. But when underlying resources are weak, problems regarding discernment, judgement and appropriate behavior can ensue.

Furthermore, the Anthony-Roman Psychogram is assessed for inconsistencies and extremes in various graphic dimensions which point toward instability and exaggerated behaviors. Interpretation of reliability or integrity depends not only on the individual evaluation of each indicator on the Psychogram but also on the number of aberrations and degree of balance expressed in the handwriting.

An integrity index based on the Psychogram is currently being evaluated and refined. It helps to assess the integration within the individual. And it takes into account individual graphic features which have been traditionally associated with poor integrity. *No integrity index can be used, however, without considering the expressive characteristics of the handwriting as a whole.*

As indicated earlier, the interpretation of integrity has to be evaluated in the context of many factors, including the way in which an individual resolves conflicts and the environment in which he operates.

Full acceptance of handwriting analysis for personal selection depends on further study and verification of the reliability issues. Until such a time, graphologists should be prudent in their evaluation of traditional "dishonesty" traits and search for confirmation in the overall personality structure of the individual.

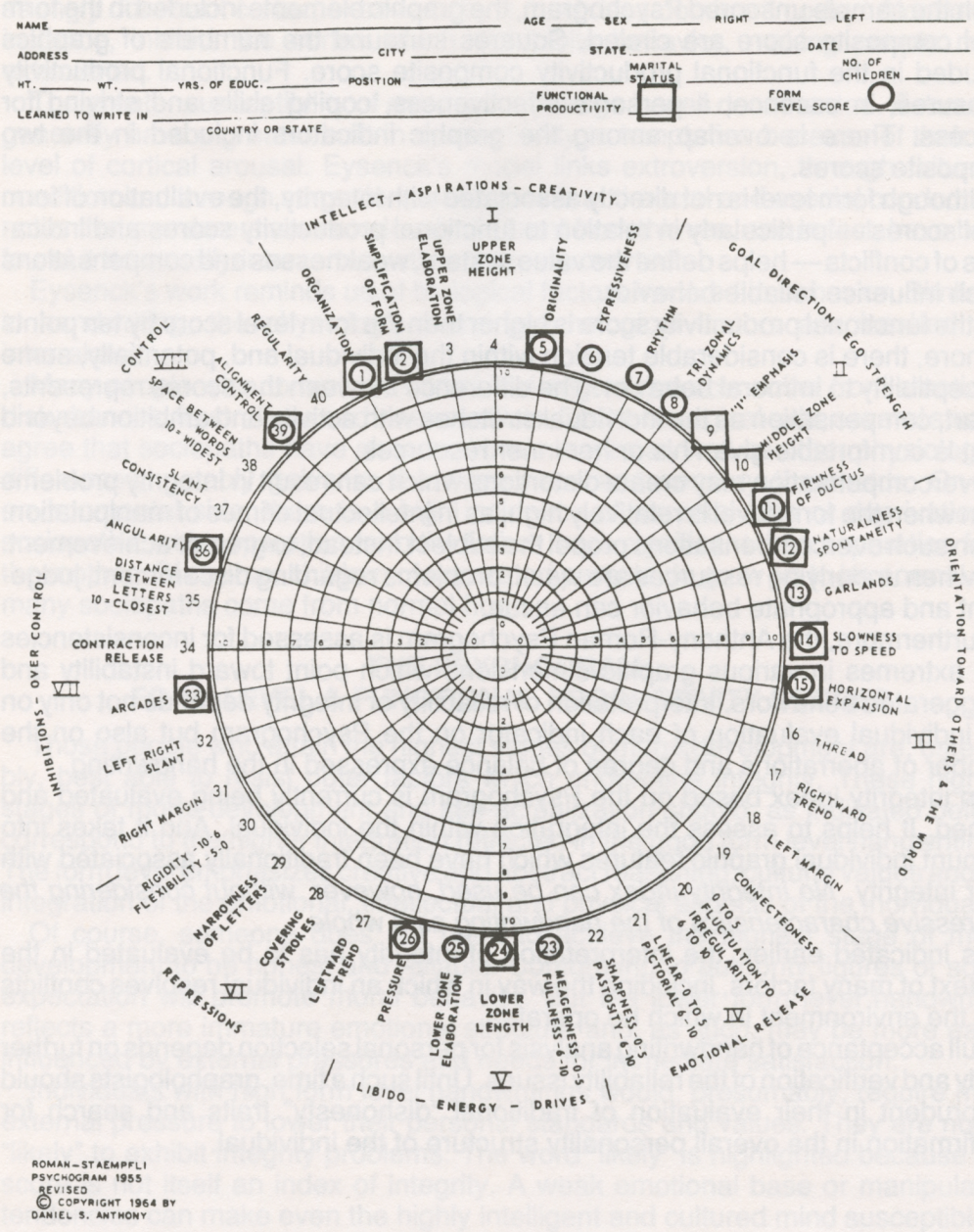


Figure 6. The Anthony/Roman Psychogram. Circles correspond to form level Scores, whereas squares relate to functional productivity scores. Each is calculated with a different formula.

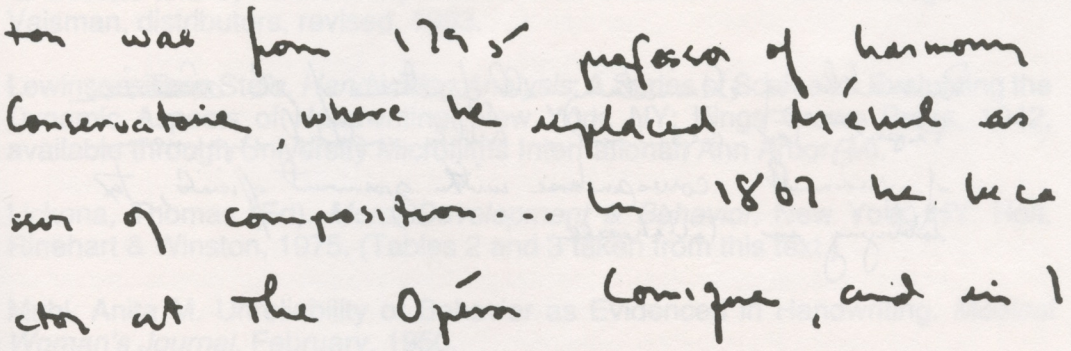


Figure 7. F, age 18, young woman of high integrity. Form Level = 85; Functional Productivity = 87.

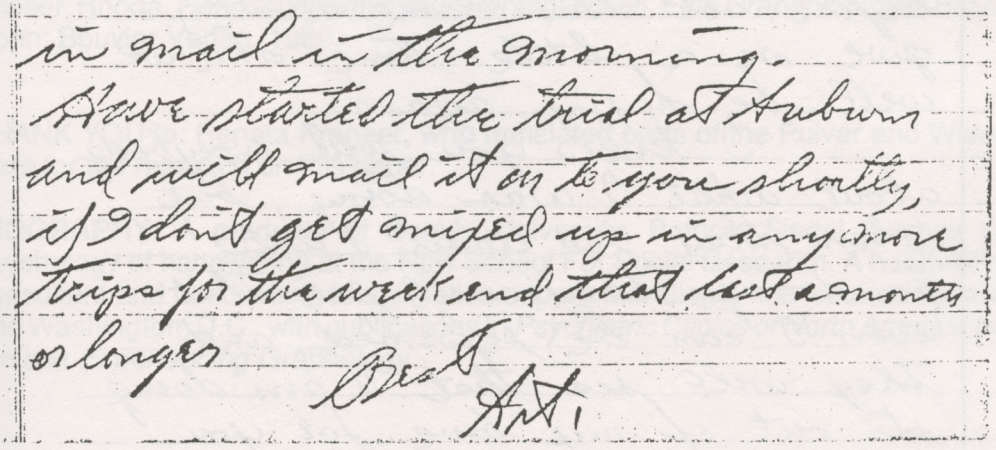


Figure 8. M, age 66, former jewelry thief. Form Level = 70; Functional Productivity = 83.

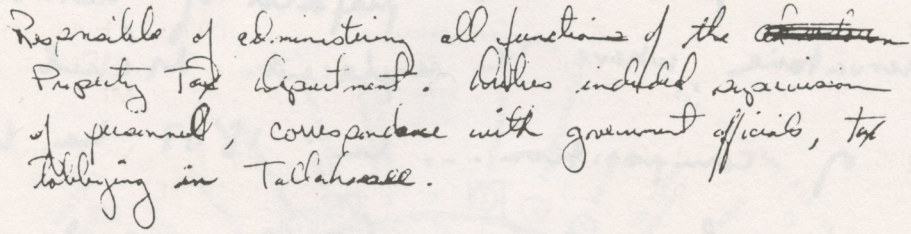


Figure 9. M, age 42, white collar embezzler. Form Level = 70; Functional Productivity = 83.

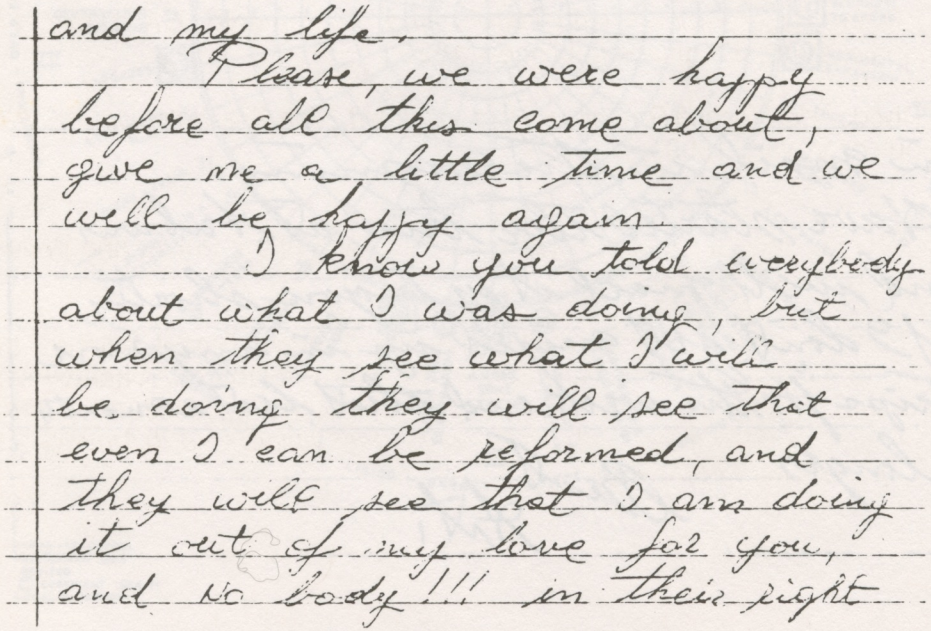


Figure 10. M, age 30 (from an Italian school model), dishonest blue collar worker.. Form Level = 58; Functional Productivity = 74.

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Wednesday evenings beginning late September 1991

PSYCHOLOGY OF HANDWRITING: INTRODUCTION TO HANDWRITING ANALYSIS*

This is the first course in a *restructured four-course* handwriting analysis program which demonstrates how to evaluate personality from the written word. Students are exposed to a great number of handwritings — among them slides of politicians, artists, writers, musicians and a wide range of celebrities. By comparing the handwritings of different personalities, students fine tune their perceptions of graphic components — including the dynamics of rhythm, form, line quality and organizational patterns. Psychological factors such as motivation, creativity, instinctual drive, emotional temperamant, resilience and self-concept are assessed from written expression. Students begin the process of integrating some 200 writing features to understand the individual behind the handwriting. Readings include Klara Roman, Daniel Anthony, Renna Nezos and Gabrielle Beauchataud, among others.

PSYCHOLOGY OF HANDWRITING: THE CHANGING INDIVIDUAL THROUGH TIME

The development of personality from childhood through the teens, young adulthood and the older years is analyzed from handwriting. Family dynamics, compatibility and issues facing different age groups are discussed. Half of each class is devoted to slide presentations of a variety of handwritings, the other half to step-by-step evaluation of graphic elements within a single handwriting. Students are trained to integrate these elements in order to gain insight into individual personalities. Special emphasis is given to understanding different stroke qualities and aspects of resiliency. Personality types and the Star-Wave test for children are covered during the course. Readings include Ania Teillard, Ursula Ave-Lallemant, Alfred Mandel, Carl Jung and Keirsey and Bates, among others.

Advanced courses beginning early February and late September 1992

PSYCHOLOGY OF HANDWRITING: PERSONNEL SELECTION, PRODUCTIVITY AND RELIABILITY

PSYCHOLOGY OF HANDWRITING: EMOTIONAL DISORDERS

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* GIVEN EACH SEMESTER